



A MANAGEMENT 3.0  
AND UNFIX COMPANY

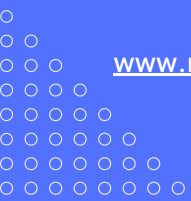


# Inhouse Training and Transformation Programs

[www.management30.com](http://www.management30.com)

[www.unFIX.com](http://www.unFIX.com)

[www.m3k.ai](http://www.m3k.ai)



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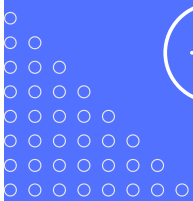
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## Introduction

# A New Dawn of Organizational Leadership, Collaboration and Adaptability



In the swiftly evolving landscape of artificial intelligence (AI), where industries are being transformed and work redefined, M3K emerges as a beacon of innovation.

Born from the fusion of two pioneering forces, Management 3.0 and unFIX, both conceived by Top 40 leadership thought leader Jurgen Appelo, M3K is a transformative movement.

We recognize that the conventional models of leadership and operation are obsolete in the face of AI's disruptive potential.

Organizations must transcend mere agility; they must become businesses that combine human-centricity, adaptability, and intelligent systems.

Our mission? To empower leaders and teams to "Be the Disruptor, Not the Disrupted" by providing tools, methods, and practices that are easy to use and designed for the future of work.



# Our learning experiences are meticulously crafted to empower leaders and organizations to achieve these aims...

## Accelerate Market Adaptation and Competitiveness

Stay ahead of the curve by embracing change and harnessing AI's potential. We provide the strategies and tools to help teams anticipate market shifts, leverage emerging technologies, and outmaneuver the competition through improved ways of working.

## Triumph Over Organizational Change and Transformation

Tackle the complexities of change and transformation with confidence and clarity. Our proven methodologies and expert guidance ensure that your organization embraces change as an opportunity, not a threat and balances organizational success with employee happiness.

## Elevate Your Customer and Employee Experiences

Foster a culture of engagement, satisfaction, and innovation. By prioritizing the human element and aligning your organization with the needs of your customers and employees, we help you create an environment that powers productivity, customer value, and joy for everyone.

**Engaged employees improve a host of organizational outcomes:**

**+23%**

in profitability

**+70%**

in wellbeing (thriving)

**+10%**

in customer loyalty

Source: Gallup, State of the Global Workplace: 2024 Report



# A Multifaceted Approach to Learning and Real-World Outcomes

## Our methods

True transformation and learning that impact the real world require a multi-dimensional approach, but our clients also need a choice.

A choice to fit what they need and what is achievable in terms of time and cost.

We capture the power of action and experimentation to help you achieve real-world results. Our flexible mindset, hands-on and captivating content, and adaptable patterns ensure leaders and teams actively contribute to organizational success.



**Action**



**Experiment**



**Results**



# Our Methods

Our suite of learning experiences encompasses a wide array of methodologies, ensuring that we can meet the unique needs of every organization

01

## Workshops and Micro-Learnings

Immersive or bitesize sessions that foster collaboration and make learning action-orientated and fun, whether online or in person.

02

## Modular, Customized Programs

Customizable programs tailored to your organization's unique needs in terms of time, cost, and development goals.

03

## Keynotes

Ignite new ideas, challenge conventional thinking, and inspire audiences to embrace new possibilities.

04

## Executive Coaching

Unlock senior leader potential or develop aspiring talent with personalized individual support to navigate their world of work.

05

## Group Peer Coaching

Measure impact, embed new habits, and support learning from workshops in a safe environment with your fellow learners.

06

## Consultancy

Expert-facilitated sessions and workshops to guide your strategic change and navigate complex organizational challenges.





What we do

# What do we help improve?

## **Cultivating Empowered, Motivated, and Aligned Teams that Improve and Adapt.**

There are a lot of theories out there, and they all sound great. The problem is that it isn't always clear how to implement it in practical terms, or it feels too risky to take action.

M3K offers actionable, easy-to-apply, and flexible tools and concepts that you can use with confidence.

We follow the system and network theory that the performance of an organization is the result of the whole system, not the individual. We help you examine how to analyze your system to create solutions for more effective leadership, innovation, collaboration, and a better human experience.

From adopting AI to elevating customer experiences and continuous improvement, we'll get your business future-fit and thriving.

**Better Customer and Employee Experience**

**Happier transformations  
Better Goal Execution**

**Faster Market  
Adaptation**

**Improved Employer  
Branding**



# What do we help improve?

## Improve Motivation and Employee Happiness

Unlock the secrets to motivation, emotional intelligence and foster a working environment that drives employee happiness, performance, and a growth mindset.

### Modules that can help:

- Motivation and Engagement
- Individuals and Interactions
- Rewards and Incentives
- Emotional Intelligence
- Worker Happiness
- Psychological Safety

## Enhance Change Management and Adaptability

Equip teams with the mindset and tools to thrive on adaptability, continuous improvement, and proactive problem-solving with confidence and agility.

### Modules that can help:

- Management and Leadership
- AI-Powered Decision-Making
- Complexity Thinking
- Success and Failure
- Creativity and Innovation
- Change Management

## Optimize Team Dynamics, Communication & Performance:

Address key factors like conflict, clarity, trust, impact, reliability, and results to create high-performing teams that are aligned, engaged, and motivated to achieve their goals.

### Modules that can help:

- Teams!
- Metrics and OKRs
- Ethical AI & Responsible Innovation
- Values and Culture
- Meaning and Purpose
- Psychological Safety
- Better Meetings

## Encourage Feedback, Innovation, and Continuous Improvement:

Create a safer space for experimentation, outstanding feedback, communication, and learning to develop talent and harness continuous improvement.

### Modules that can help:

- Learning and Competencies
- Emotional Intelligence
- Better Feedback
- Better Meetings
- Success and Failure
- Creativity and Innovation
- Change Management





# What do we help improve?

## Drive Greater Ownership and Accountability

Share responsibilities and empower team members to take ownership of problems and decisions, creating a more adaptable and responsive organization.

### Modules that can help:

- Delegation and Empowerment
- Management and Leadership
- AI Integration for Teams
- Dynamic Re-Teaming (Org. Design)
- Complexity Thinking
- Success and Failure

## Align and Define Goals and Foster Desired Culture

Ensure people work towards a shared purpose, shape the desired culture, and help build goals that drive performance and delivery.

### Modules that can help:

- Values and Culture
- New Values for the AI Era
- Meaning and Purpose
- Metrics and OKRs
- Principles
- Change Management

## Overcome Bureaucracy or Frustration with Existing Structure

Enable teams to experiment and innovate locally, even within the existing hierarchy or matrix structure. This reduces frustrations and enables them to drive change from the bottom up.

### Modules that can help:

- unFIX Foundation
- Success and Failure
- Dynamic Re-Teaming (Org. Design)
- Creativity and Innovation
- Change Management
- Principles

## Reduce the Risk of Reshaping Teams or Restructuring:

Avoid the pitfalls of large-scale reorganizations by embracing a more incremental, localized, and iterative approach to change that can have a big impact over time.

### Modules that can help:

- unFIX Foundation
- Teams!
- Dynamic Re-Teaming (Org. Design)
- Values and Culture
- Meaning and Purpose
- Change Management



# What do we help improve?

## Adapt Organizational Design to Accelerate Decisions & Innovation

Respond swiftly to market shifts, emerging trends, and new opportunities by removing decision-making bottlenecks that slow down teams.

### Modules that can help:

- unFIX Foundation
- Scaling Organizational Structure
- Dynamic Re-Teaming (Org. Design)
- Success and Failure
- Delegation and Empowerment
- Creativity and Innovation
- Complexity Thinking

## Establish Clear Governance in a hierarchy or matrix structure

Provide clear guidelines, decision-making approaches, and accountability structures, ensuring the organization operates effectively while maintaining flexibility.

### Modules that can help:

- unFIX Foundation
- Evaluate Organizational Design
- Governance in Flexible Organizations
- Delegation and Empowerment
- Teams!
- Creativity and Innovation
- Change Management

Want to find out what will work for you?  
**Lets talk!**  
Book your slot.

[Book meeting](#)



What we do

# Skill Sprints and Customized Programs

Skill Sprints are short workshops or webinars, with hands-on bursts of knowledge, packed with easy-to-apply practices that cut through the noise. Perfect for busy professionals, these dynamic sessions deliver impactful learning in minimal time.

Alternatively, we can customize programs, designed to fit your needs, time and budget constraints, or to fuel your passion for achieving measurable, sustainable results.



From short **microlearning** sessions to comprehensive **modular programs**, we create tailored solutions that deliver real impact.



# Skill Sprints and Customized Programs

01

## Management and Leadership

- Explore management styles and the distinctions between Management 1.0, 2.0, and 3.0.
- Recognize the importance of personal behavior change to inspire and enable others.
- Understand the distinctions between Management 1.0, 2.0, and 3.0 mindset.
- Learn about the six views of Management 3.0 to drive system leadership.

02

## Principles

- Understand the five Management 3.0 Principles
- Consider and implement actions to apply the principles in your workplace.
- How to 'Managing the System, Not the People' to nurture different behaviors.

03

## Complexity Thinking

- Understand the significance of Complexity Thinking.
- Identify the different states of an organizational system.
- Learn the eight guidelines for managing complex adaptive systems.
- Discover tools to navigate complexity in organizations.

04

## Systemic Thinking

- Understand the system in its globality.
- Get to know systemic thinking and complex thinking.
- Evaluate interactions of a single system to understand how it works.

05

## Motivation and Engagement

- Discover methods to motivate and engage employees.
- Learn about intrinsic and extrinsic motivation.
- Identify individual motivators and align them with organizational objectives.
- Recognize the weaknesses of generic employee engagement programs.

06

## Individuals and Interactions

- Discover the impact of personal relationships and diversity on team performance.
- Use practices to achieve more closeness and understanding across boundaries.
- Foster an environment that encourages open dialogue and mutual respect.
- Implement practices that prioritize people over processes.



# Skill Sprints and Customized Programs

07

## Nonviolent Communication

- Be aware of the impact of how you express yourself.
- Understanding the principles of NonViolent Communication (NVC).
- Experiment with the foundations of NVC.
- Identify the situations in which NVC makes sense.

08

## Conflict Management

- Understand the 5 stages of conflicts, from conflict of ideas to conflict of people.
- Share strategies for de-escalating conflict.
- Learn communication strategies and skills to help manage conflict.

09

## Rewards and Incentives

- Understand the impact of rewards and incentives on employee behavior.
- Design reward systems that align with desired outcomes and behaviors.
- Avoid common pitfalls associated with traditional incentive structures.
- Explore alternative approaches to recognize and reward team achievements.

10

## Worker Happiness

- The difference between engaged workers and happy workers and its impact.
- Identify factors contributing to workplace satisfaction.
- Implement practices to enhance overall well-being and morale.
- Measure real-time happiness levels to inform improvements.

11

## Psychological Safety

- Understand where psychological security comes from.
- Navigate the 4 phases of psychological security.
- Acquire the fundamentals to create an environment conducive to psychological security.

12

## Delegation and Empowerment

- Discover a new mindset toward accountability, responsibility, and distributed control.
- Balance control and trust to foster autonomy within teams.
- Learn the levels of delegation and their practical applications.
- Utilize tools like Delegation Poker to clarify decision-making authority.





# Skill Sprints and Customized Programs

13

## Values and Culture

- Understand how organizational culture influences performance and teams.
- Define and use values to get different behaviors and results.
- Cultivate a positive and cohesive company culture.
- The difference between the espoused and the enacted values in an organization.

14

## Learning and Competencies

- The importance of continuous learning culture and its impact.
- Establish what competencies a team needs and the levels of competence required.
- Use the Five Building Blocks for learning and competency development.
- Practices to improve team learning, communication, and creative tension.

15

## Change Management

- Learn foundational principles of managing change within organizations.
- Address resistance and build commitment to change initiatives.
- Understand the psychological impacts of change on individuals and teams.
- How to use experimentation to drive change.

16

## Change Management Advanced

- Delve deeper into how to build a stronger commitment to change initiatives.
- Analyze how different elements in a Complex Adaptive System influence each other.
- Use various practices to change the system and support the people.
- Manage the environment to change mindsets, learn, and adapt.

17

## Stakeholder Engagement

- Assessing stakeholder engagement vs influence
- Managing concerns and buy-in.
- Using the network and organizational system to influence.
- Delivering a message or pitch that is clear and connected to stakeholder goals.

18

## Meaning and Purpose

- Recognize the role of meaning and purpose in employee motivation.
- Understand the benefits and dangers of purpose.
- How to review and craft your purpose using four different categories.
- How to verify if your purpose is clear and alive in your organization.



# Skill Sprints and Customized Programs

19

## Metrics, Objectives + Key Results

- The good and bad of metrics - measuring a system will influence a system.
- The 12 rules for good metrics and the difference between vanity and actionable metrics.
- Implement Objectives and Key Results (OKRs) to set and measure goals.
- Use OKRs to build a stronger connection with purpose and motivation.

20

## Better Feedback

- Recognize the value of constructive feedback.
- Understand the barriers to a feedback culture.
- Develop skills to provide and receive feedback effectively.
- Use other practices to create a feedback culture across a team.

21

## Better Meetings

- Identify characteristics of effective and productive meetings.
- Enhance meeting efficiency and engagement.
- How to facilitate meetings that struggle to achieve outcomes.
- Address common challenges that lead to unproductive gatherings.

22

## Emotional Intelligence

- Manage the three components that make up Emotional Intelligence.
- Develop skills to recognize and manage your own emotions effectively.
- Enhance your ability to perceive and influence the emotions of others.
- Apply emotional intelligence principles to improve team dynamics and performance.

23

## Hiring Great People

- Learn how to attract and identify top talent.
- Understand the balance between cultural fit and diversity in building strong teams.
- Develop effective interviewing and selection techniques.
- Implement onboarding practices that set new hires up for success.

24

## Agile Product Development

- Explore the principles and practices of agile in product development.
- The eight fundamental components of agile product development.
- The basics and values of the Scrum framework and how they relate to Scrum.
- The difference between 'being agile' and doing agile.



# Skill Sprints and Customized Programs

25

## Creativity and Innovation

- The shift from knowledge organizations to creative organizations and teams.
- Enabling factors to lead innovation in cross-functional teams.
- How to deal with an unknown future to encourage creativity.
- How to use the environment to prompt creativity.

26

## Teams!

- Understand the stages of a team's development.
- Managing team success factors: conflicts, clarity, trust, impact, reliability, and results.
- Build trust, cohesion, and psychological safety among team members.
- Enhance communication and collaboration within teams.

26

## Success and Failure

- Create a safe-to-fail environment.
- Identify the best organizational structures for innovation versus scaling success.
- Use the Celebration Grid to drive experiments and relate behaviors with outcomes.
- Accelerate learning from success, failure and experiments.

28

## Scaling Organizational Structure

- The advantages and disadvantages of hierarchy or network organizations.
- Why and when would you choose specialization or generalization of employees?
- The advantages and disadvantages of centralization and decentralization.
- How to visualize and explore your organizational design.

29

## Remote and Hybrid Collaboration

- Identifying the factors that add complexity to remote working.
- Rethink collaboration formats and inclusive decision-making.
- Set clear expectations and guidelines and create transparency.
- Foster social interactions, culture building, and team cohesion across distances.

30

## Design for Flexible Organizations

- The unFIX model for flexible and adaptable organization design.
- Describe organizations with the unFIX Crew Types.
- Scaling to a network organization with bases.



# Skill Sprints and Customized Programs

31

## AI-Powered Leadership & Decision-Making

- How to use AI as a strategic partner in leadership, innovation, and problem-solving.
- AI-driven decision models: balancing speed, accuracy, and human oversight.

32

## The Future of Work: Humans + AI

- The rise of blended teams: collaborating with AI, robots, and digital agents.
- Developing M-shaped skills to stay adaptable in an AI-driven workplace.

33

## Leading Organizational Change in the AI Era

- Why agility and continuous learning are the new competitive advantages.
- How to design AI-augmented workflows without disrupting human collaboration.

34

## Practical AI Integration for Teams & Businesses

- Implementing AI in workflows: automation, augmentation, and co-intelligence.
- Rethinking teamwork: dynamic team structures, algorithmic management, and reteaming.

35

## Ethical AI & Responsible Innovation

- Managing algorithmic bias, transparency, and ethical AI adoption.
- Creating AI policies that align with company values and human well-being

36

## Governance in Flexible Organizations

- The Role of the Governance Crew.
- Forums for alignment in self-organizational setups.
- Delegation and Decision Method.
- Business Lifecycle and Investment Horizons.



# Skill Sprints and Customized Programs

37

## Dynamic Re-Teaming Organizational Design

- Teaming Options, Bases and Turf Types.
- Psychologic Safety and Group Sizes.
- Participation Levels and Time Commitments.

38

## Evaluate Organizational Design

- Cognitive Load and Multitasking.
- Customer Experience and Job-to-be-Done.
- Dependencies and Dependency Breakers.

39

## Strategy and Portfolio

- Business Life Cycle Stages.
- Human Drives and Motivations.
- Strategic Dimensions.
- Innovation Funnel.
- Investment Horizons and Funding Options.

40

## Human Drives and Goal-Setting

- Human Drives that motivate people.
- Motivation for goals and habits to achieve them.
- Measure and Metrics.

Want to find out what will work for you?

Lets talk!

Book your slot.

[Book meeting](#)





# Ready-To-Go Certified Workshops



## New Fundamentals for Leaders in the Age of AI

### Duration

1- 3 days subject to event and format

### Format

Online or in-person,  
Modular or single-event  
E-learning

### What you will learn

#### AI-Powered Leadership & Decision-Making

- How to use AI as a strategic partner in leadership, innovation, and problem-solving.
- AI-driven decision models: balancing speed, accuracy, and human oversight.

#### The Future of Work: Humans + AI

- The rise of blended teams: collaborating with AI, robots, and digital agents.
- Developing M-shaped skills to stay adaptable in an AI-driven workplace.

#### Leading Organizational Change in the AI Era

- Why agility and continuous learning are the new competitive advantages.
- How to design AI-augmented workflows without disrupting human collaboration.

The Fourth Industrial Revolution isn't coming—it's here.

Based on the groundbreaking insights from the new book *Human Robot Agent*, this workshop will help you navigate the rapidly evolving workplace, adapt to AI-driven changes, and future-proof your skills to turn disruption into opportunity.

Whether you're a leader, innovator, or changemaker, this course equips you with the mindset and strategies to stay ahead in a world where AI is not just a tool—but a teammate.

#### Practical AI Integration for Teams/Businesses

- Implementing AI in workflows: automation, augmentation, and co-intelligence.
- Rethinking teamwork: dynamic team structures, algorithmic management, and reteaming

#### Ethical AI & Responsible Innovation

- Managing algorithmic bias, transparency, and ethical AI adoption.
- Creating AI policies that align with company values and human well-being.



# Ready-To-Go Certified Workshops



## Management 3.0 Foundation Workshop

### Duration

2-3 days subject to event

### Format

Online or in-person,  
Modular or single-event

### What you will learn

- How to use the Management 3.0 leadership mindset to affect change and 'Manage the System, Not the People'.
- Manage complexity or uncertainty to help people be more resilient and adaptable.
- Increase employee motivation and team collaboration.
- Use delegation, empowerment, and distributed control to grow trust and productivity.
- How to align and define values and culture to get different behaviors and results.
- Use the five building blocks for learning and team competency development.
- Explore growing your organizational structure.
- Reduce resistance to change.
- Drive experimentation and a safe-to-fail environment to deliver goals and learning.

Management 3.0 follows the idea that the performance of an organization is the result of the whole system, not the individual. A belief even more important in the Fourth Industrial Revolution!

In this workshop, you'll explore the six key views on organizations and gain a practical mindset, brought to life by easy-to-use, gamified tools. This will help you to analyze that system, and create solutions for better and effective leadership - unleashing your management potential, through better employee engagement, happiness, and organizational success.

### Mandatory modules

#### **Energize People:**

Motivation and Engagement

#### **Empower Teams:**

Delegation and Empowerment

#### **Align Constraints:**

Values and Culture

#### **Develop Competence:**

Learning and Competencies

#### **Grow Structure:**

Scaling Organizational Structure

#### **Improve Everything:**

Change Management

# Ready-To-Go Certified Workshops



## unFIX Foundation Workshop

### Duration

1- 3 days subject to event

### Format

Online or in-person,  
Modular or single-event

### What you will learn

- What is the unFIX model, and how do you apply the unFIX patterns to your unique environment without the need to start a huge reorganization
- How to design flexible organizational or team structures and be ready for continuous improvement and adaptation to AI
- How to repurpose management and gain speed in decision-making
- How to help humans to be more resilient to unpredictability and self-organization
- How to create an organization that goes beyond the Product and Customer Experience and becomes a workplace where people grow and flourish
- Why is it important to build your own method and not to copy existing frameworks

With companies needing to change, drive AI adoption, and everything being so unpredictable, organizational structures and ways of working must be more versatile than ever!

The unFIX model offers a flexible approach to organization and team design, focusing on continuous innovation, human-centered work, and a smooth transition to new ways of working—all while keeping managers actively involved and with reduced risk to redesigning teams.

### Mandatory modules

Pattern Languages and the unFIX Pattern Library

Organizational Design with Crew, Forum, Turf, and Base Types.

Dynamic Re-Teaming and Teaming Options

Decision-Making Methods and Voting Options



# Brands that have used our practices and programs

The impact from M3K's combined force of Management 3.0 and unFIX resonates across a diverse spectrum of industries.

Over the last 15 years, we've earned the trust of leading organizations and training consultancies worldwide, partnering with them to cultivate a new breed of leaders and teams ready to embrace the future.

**+300**

Facilitators Globally

**+25**

Delivery Languages

**+110,000**

Certified Attendees





< ambetech / >



# The digital and happiness transformation of the largest brewery on the planet



## Situation

AmbevTech, a technological hub for Anheuser Busch InBev, experienced rapid growth, expanding its workforce from 400 to 1,000 employees in less than six months.

Despite this success, feedback from the Great Place to Work (GPTW) survey revealed deficiencies in leadership development, particularly in areas of alignment, people development, and recognition.

These challenges highlighted the need for a structured approach to enhance leadership capabilities and organizational culture.





## Solution

To address these issues, official facilitator Luisa Escobar lead their first Management 3.0 workshop and was subsequently hired to lead Engagement & Team Culture. This initiative and application of Managemnt 3.0 practices introduced the company to modern leadership principles designed to foster a more agile and people-centric environment. By implementing these practices, AmbevTech aimed to cultivate a culture of continuous improvement, employee empowerment, and enhanced collaboration.

## Results

Following the engagement numbers, they measured the indicators through a platform that sends weekly pulses to employees and tracks our progress **within 10 essential pillars:**

1. Relationship between the team and leaders
2. Happiness of our employees
3. Wellness in the workplace
4. Company alignment (vision, strategy, outcomes)
5. Compensation and professional development
6. Relationships with colleagues
7. Feedback (quality, frequency and value)
8. Recognition (frequency + quality)
9. Personal Growth
10. Ambassadorship



# +78%

78% increase in customer satisfaction



# eNPS

Employee Net Promoter Score (e-NPS) increased by 11 points, from 76 to 87.



# 6th

Achieved sixth place among the best IT companies to work for in Brazil.



# +Speed

19% decrease in Total Time to Market to delivery new features in production environment.



# Pioneering a new way for **team design, alignment and collaboration** at the largest payment processor in Europe



## Situation

Worldline, the largest payment processor in Europe, serves over one million customers with a workforce of 18,000 employees across 170 countries and prides itself on its commitment to “innovate, grow, and achieve more”.

They had adapted the "Spotify model," and with a tribe of 60 people already quite mature in the way of working and achieving great things.

However, with 50 concurrent projects with 12 project managers, they still experienced missed deadlines, budget overruns, and teams operating in silos.

The organization was in need of a new practical way of (re)teaming and a transformative approach to enhance efficiency and collaboration.



## Solution

To address these challenges, Worldline embarked on a journey to revamp its organizational structure. Part of this journey includes Willem-Jan Ageling and Pablo F. Sanchez, leading this transformation by implementing the unFIX model. This approach emphasized forming autonomous teams with clear responsibilities, reducing dependencies, and fostering a culture of continuous improvement. The matrix would no longer stand in their way!

The unFIX model provided a framework that allowed Worldline to adapt swiftly to market changes and internal demands, promoting a more dynamic and responsive work environment. Involving everybody from the start (including the experts and POs) was a key to success.

## Results

Because you can use unFIX as a meta-language over any model it was easy to adopt.

Within two weeks the whole team came up with their first drafts of how the organization should look like.

3 hours later the new organization was in place!

The main principle was that every crew contains all roles and knowledge to serve a certain part of the product independently.



## +2 weeks

Within 2 weeks of the workshop the new organization was in place



## Autonomy

Teams increased authority to make decisions on workflows, timelines and goals. Increasing speed and accountability.



## Delivery

Reduced inter-team dependencies and streamlining processes, led to more timely and goal orientated completions.



## Alignment

Fully integrated planning, goal setting, and backlog has led to better collaboration between PO's, stakeholders and Crews.



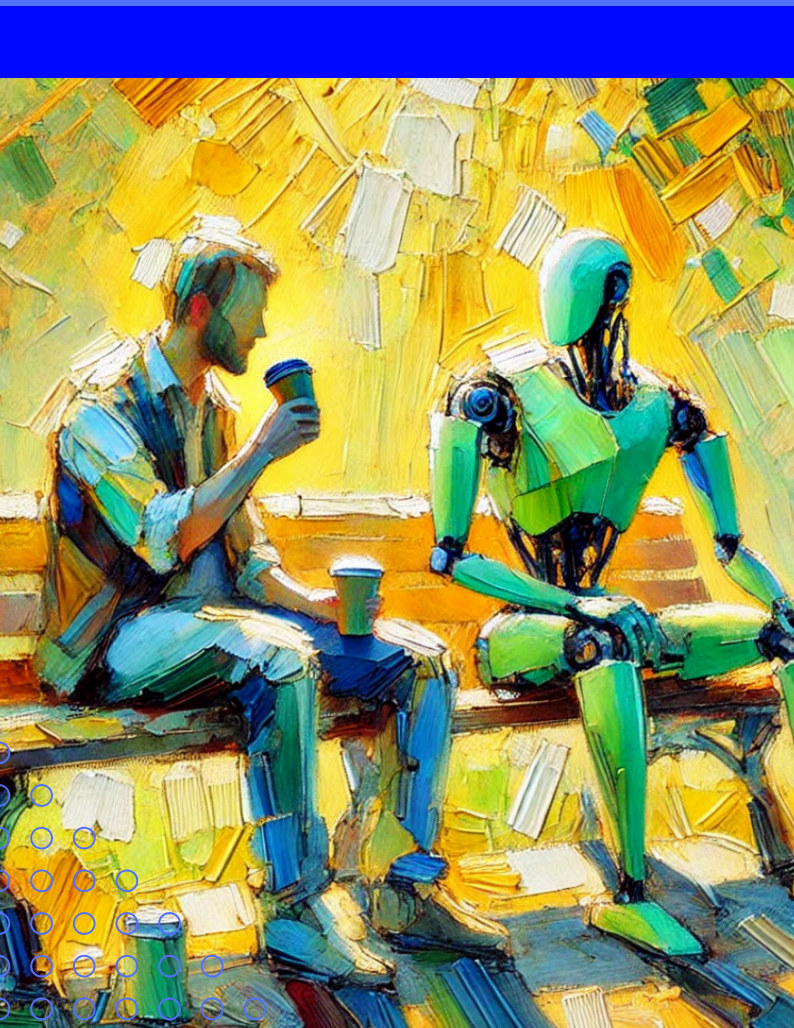
# Let's talk Contact us

Let's talk about how we can equip your leaders and teams to accelerate transformation, and deliver measurable impact—faster and within your budget

[Book meeting](#)



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## Explore for more



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